

Working Teamsters Face Future With Hoffa at Helm

As expected, James Hoffa won re-election in his bid for Teamster General President. Our union's top leaders—and the 1.39 million rank-and-file members of this union—will face many challenges in the course of Hoffa's five-year term:

- Every national Teamster contract will be negotiated beginning with UPS in 2002 and the National Master Freight Agreement the following year.
- In local contract negotiations, hundreds of thousands of working Teamsters seeking fair wages, benefits and treatment will be pitted against employers who will use the looming recession to lowball Teamster members and demand givebacks.
- Our union must reverse the 11,000-member decline in membership since Hoffa took office and protect and strengthen our existing contracts by organizing the non-union competition.
- Hoffa's blue ribbon commission on the strike fund needs to introduce a proposal to raise strike benefits without a dues increase—a Hoffa promise that is now six years old.
- The 75 percent of Teamster members who did not vote in this election must be drawn into participation in our union because a powerful union can only be built by involving members.

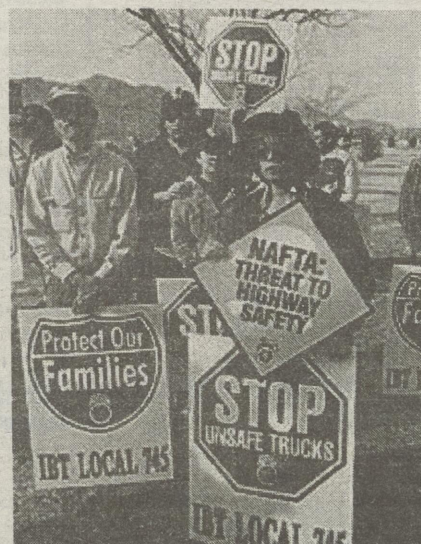
In the next five years, TDU will work to educate and mobilize Teamster members to meet these challenges.

We stand ready to work with the Hoffa administration whenever our General President is mobilizing Teamster members to take on corporate greed and build Teamster power.

Where we have different ideas about the best way forward, we will continue to raise them.

But where Hoffa is undermining Teamster members at the bargaining table or inside our union, TDU will take action to protect the rights of working Teamsters.

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Top: UPS contract negotiations covering 210,000 Teamsters begin next year. The results will set the pace for every Teamster contract. *See page 3.*

Middle: Will workers fighting for good local contracts receive the support they need from Hoffa's IBT? *See article on International Window workers, page 9.*

Left: With the nonunion competition growing and cross-border trucking getting the green light from Hoffa and Bush, freight Teamsters face an uncertain future. *See page 11.*

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Letters From Our Members

In Memoriam of Our Compañero

We will remember Noel Colón Gonzalez for his warm smile. He was always on the move, but made time for a personal hello that was genuine and sincere. He had a forceful personality that won him the respect of his co-workers, Teamster members from the shops he represented, and employers.

Noel had the ability to detect young leaders and give the necessary coaching and space for their development. He defended union programs that educated Teamster shop stewards and workers in general.

Noel was one of the best collective bargaining negotiators we had and it will be very hard to replace him. Nevertheless, we realize that he planted the seeds for us to continue.

Noel fought hard to make significant changes in our Local 901 bylaws, which were obsolete and didn't allow for the growth of new leaders or democracy in our union.

He helped lead Teamsters for Change, a serious and conscientious movement which arose from Local 901 members who were worried about the turn that our union was taking.

Noel pushed reforms that resulted in real change, including: a stewards' council with real power, a Women's Commission, term limits for local officers, financial reforms, and a stronger organizing program.

Another of Noel's achievements was linking us with Teamsters for a Democratic Union (TDU), an organization that gives advice and education to Teamster members so that we know our rights and learn how to fight for them.

We would like to thank the TDU members for their expressions of solidarity and their help through these difficult times.

Thank you Noel. You will be with us always.

Esperanza Chiclanan
Millie Gonzalez

on behalf of Local 901 Members

'Proud of What We Accomplished'

Now that the election is over we have some time to reflect on the past two years.

I am very proud of what we accomplished. While we didn't win the election, the Hoffa campaign can never take from us the issues we raised, the friends we made, and the strength and determination we exhibited.

I want to thank Tom Leedham, and rank and file Teamsters everywhere, for giving me the honor of being a candidate on the Rank & File Power Slate. Women

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Leedham Slate Member Murdered in Puerto Rico

TDU Mourns Tragic Loss of Reform Leader Noel Colón

TDU, the Teamsters Union, and the labor movement have lost a courageous leader. Puerto Rico Local 901 President Noel Colón was tragically murdered on Thursday, November 15.

A passionate union reformer and defender of workers' rights, Colón was a member of the Tom Leedham Rank & File Power Slate and the first Puerto Rican to run for International VP.

Colón dedicated his entire adult life to the labor movement and the cause of social justice for working people. He was just 51 years old when his life was taken from him.

Colón was shot four times by Juan Negrón, a Local 901 organizer who began to oppose the reforms that Colón and others implemented after the Teamsters for Change movement assumed power in the local.

have come a long way in our union, but we still have so much more to do.

I am a better person, citizen and unionist because of my affiliation with TDU, the members of our slate, and the rank and file members who I worked with on our campaign.

Ashley McNeely
Local 2000, NWA
Honolulu

A Loss to Chicago and All Teamsters

Our efforts to reform and revitalize Chicago Local 743 took a big hit in late October. On Oct. 29 we lost a vital activist for Teamster reform, William Jenkins. An employee at Rush Presbyterian-St. Luke's hospital, Jenkins spent a great deal of his time documenting the labor movement through television. A skilled video journalist he recently brought video accounts of the IBT Convention to Teamsters across the

The executive board has formed a commission to investigate the circumstances surrounding the murder, including whether other figures were involved.

Colón was an eloquent spokesperson for members' rights and an energetic campaigner. He was also a fierce advocate for the rights of the Puerto Rican people. Colón was active in the struggle to end the U.S. Navy's use of the Puerto Rican island of Vieques as a bombing range.

The best way to honor Noel Colón's memory is to take on his life's work as our own. Noel Colón can no longer fight for workers' rights on picket lines, in organizing drives, or in community mobilizations. But we can — and we can bring Noel's presence, spirit and passion with us.

country. Jenkins was a cameraman and editor of the long running Chicago TV program *Labor Beat*. He was a gentle man with a kind spirit who worked tirelessly to promote the labor movement and Teamster reform through his beloved work in TV. In Chicago and in every TDU chapter he will missed.

Homer Lambert
Local 743, Rush Hospital
Chicago

Correction

In our last issue of, "Who Has the Proven Record on UPS Contract Issues?" we incorrectly reported that a Portland, Ore., Local 206 contract allowed employees to refuse overtime after they had worked 40 hours in a week. Members can refuse overtime if they have worked 50 hours in a week, more than 10 hours of overtime per week or two hours per day.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:

Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:

Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

After the Election

What's in Store for UPS Teamsters?

Most UPS Teamsters voted for Tom Leedham, but we will now have our contract negotiated by James Hoffa.

What difference will that make for our future? It may make plenty. UPS management has been very clear that they prefer to

deal with Hoffa, because he has not been a firm negotiator. But if UPS Teamsters get involved, informed and united, we can make our strength felt on both sides of the bargaining table. And UPS members will have the final say, in a secret

ballot vote on any proposed contract deal.

Time to Get Involved

This is no time to sit back. The outcome of the election makes a rank and file contract campaign all the more important.

One immediate difference is who is on the union negotiating committee. So far the Hoffa administration has not informed members who the union committee members will be, but we have learned the names of many appointments; interestingly, they do not include Tom Leedham or anyone who supported Leedham in the election. We heard a lot about

"unity" in the election, and it would appear proper that the majority of UPS members, who voted for Leedham, should have some representation at the table. In 1997 the UPS negotiating committee appointed by Ron Carey did include a number of Hoffa supporters.

It's Up to Us

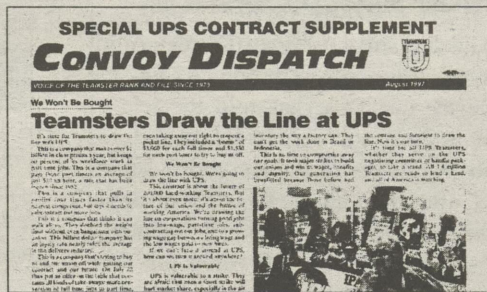
But the biggest lesson of our 1997 victory is that what happens in the hubs and centers is just as important as what happens at the bargaining table. In 1997 the leadership and membership worked together. This time it will be up to the rank and file to demand that that winning formula be used.

Keep Your Workplace Informed

Order a Bundle of Convoy Dispatch

Want to know what's happening with our contract negotiations, and what you can do for a better contract? *Convoy Dispatch* is the best source of that information. Want to get others involved, too? Get a regular bundle of Convoy to distribute at work. Prices per issue are \$4 for 10, \$6 for 20, \$9 for 50, and \$13 for 100.

To order your bundle give us a call at 313-842-2600 or e-mail at tdude-troit@tdu.org.



UPS and Downs

Demand for Three-Year Contract.

Louisville Local 89 members and stewards made hundreds of proposals for improvements in the upcoming UPS contract. The local leadership forwarded all the proposals to the IBT except for the one calling for a three year agreement. This demand was not even forwarded. Five years is too long. It was too long this time, and would be worse now. Any excuse based on the desires on the Central States Pension Plan are just that — excuses. No five-year contract!

Arbitration Over Nonunion International Documents Clerks.

The union may be poised to gain 5,000 new members when an arbitrator rules whether international document and auditing clerical work is included in the national bargaining unit. The resolution of this longstanding dispute could afford hundreds of workers locked out of the benefits of union membership and full-time job opportunities at UPS the chance at a permanent job. Currently the majority of these jobs are being filled by temp agencies.

If the union loses at arbitration, we can address this issue in upcoming contract negotiations.

No Happy Holidays with Article 40.

Before the introduction of Article 40 into our contract in 1987, UPS had to pay premium pay for holiday work. Currently UPS can force low wage part-timers to perform pickup and delivery of air packages on holidays before offering the overtime to full-time package drivers, and can force full-timers to do air work on holidays without an eight-hour guarantee. These loopholes need to be eliminated so that everyone can enjoy the holidays in 2002.

UPS Fined for ADA Violation; Must Train Supervisors.

Nine Phoenix UPS workers won a \$375,000 settlement against the company under the Americans with Disabilities Act. UPS had refused to allow them to return to work after medical leave without "full medical release," in violation of the ADA provisions for individual evaluation and "reasonable accommodation."

UPS claimed that the problem arose because of "the accidental mistaken use of an old form." To prevent any further such "mistakes," UPS must now train all managers in ADA compliance.

Hearing Impaired UPS Workers Win Right to Trial.

A group of deaf UPS workers in California have moved a step forward in their lawsuit against UPS. The group's lawsuit stated that UPS's failure to provide sign language interpreters for hazardous materials training made the training ineffective. They also claimed that UPS's promotion policy discriminates against the hearing impaired.

A California federal judge recently ruled that the suit may proceed to trial in June of next year,

Bargaining to Start Soon

What Can We Expect?

The UPS contract expires July 31, and bargaining will start early in the year. It's time for all 210,000 UPS Teamsters to get involved and make our voices heard.

In 1997 we waged a strong grassroots campaign which placed our demands front and center and put management on the defensive, and we won. We won 10,000 new full-time jobs (in place of the 1,000 management offered) and successfully fought subcontracting.

We need to take the same approach this time, especially because management will use the economic slowdown as an excuse. They want us to forget the \$2.8

billion in after-tax profits they made last year. We need to get informed, involved, united and take on the company's propaganda. And we need to hold the union negotiators accountable, too.

James Hoffa says he will demand wage and pension increases, a good start. But a lot more is needed to protect our jobs and future. The issues listed here are some that are needed in our contract, and that are also reasonable and winnable.

- **2,500 new full-time jobs per year** made by combining 5,000 part-time jobs. We won 2,000 per year in the last contract. We can win more this time.
- **Pension and Health and Welfare improvements**, including health care for

all retirees with 25 years service. Some UPS Teamsters already have this, but others do not.

- **Protect full-time driving jobs.** Stop the use of low-paid part-timers for delivery, and provide job opportunities for part-timers to advance. Eliminate or drastically improve Article 40, which allows too many concessions in the air operation.
- **Eliminate the multi-tier wage** and provide major wage increases for part-timers.
- **Protect our future** with contract language that allows us to expand union

representation in UPS's new divisions: logistics, information technology, and off-site store front operations. We need to win card-check and management neutrality in organizing.

- **Put teeth in the grievance procedure** to protect our jobs and safety. For example, our anti-subcontracting language needs monetary penalties, or management will continue to violate it.

These are some of the issues that we can win, if we are united behind them. If we sit back and let top officials — none of whom work at UPS — deal with the company, we'll lose. If we get involved and present a strong Teamster force, we'll win. It's up to us.

How UPS Teamsters Voted

Most of the local unions that contain the largest contingents of UPS workers voted in the majority for Tom Leedham. These include New York Local 804, New Jersey Local 177, Chicago Local 705, Los Angeles Local 396, Louisville Local 89, Detroit Local 243, Georgia Local 728, Minnesota Local 638, Wisconsin Local 344, Seattle Local 174, Cleveland Local 407, Memphis Local 667, San Francisco Local 278, Portland Local 162, Sacramento Local 150, Buffalo Local 449, Charlotte Local 71 and others.

Some other locals with large contingents of UPS workers voted in the major-

ity for James Hoffa. Most of these were exactly the locals where Leedham had a weaker campaign, so UPS employees, especially the newer ones, heard only one side in the election, from officials.

Most UPS employees are in general locals, with UPS votes a minority mixed with others, so it is not possible to determine the UPS Teamster vote. But in majority-UPS locals, Leedham won more votes overall.

Hoffa made some inroads, thanks to Ken Hall and some other officials getting on the Hoffa bandwagon and landing positions with the International Union.

To Know Hoffa Is to Vote Leedham

Why Did Hoffa Lose the Vote Among Every Group He Bargained For?

James Hoffa took 65 percent of the vote among the 25 percent of Teamsters who voted and, as expected, easily won reelection. But a closer look at the results shows a very interesting pattern.

Virtually every group of Teamsters who experienced Hoffa's bargaining rejected him in the vote, most by wide margins. They saw Hoffa in action, and voted for Leedham.

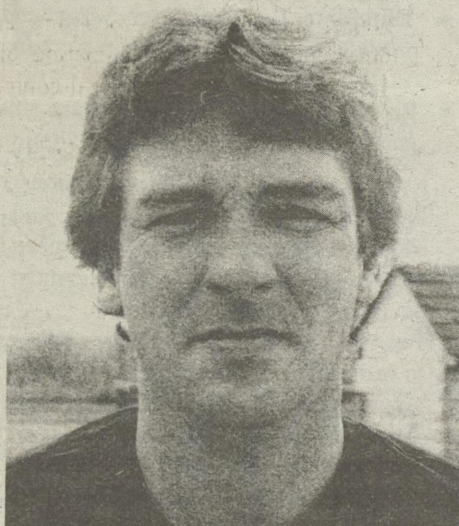
This is the exact opposite of what happened in 1998, when UPS workers saw what rank and file power had helped them win, and overwhelmingly supported Leedham.

This is worth a detailed look. There are important messages here for all Teamsters, including for top Teamster officers.

Carhauleders

The *Teamster* magazine consistently portrays a rosy picture for Teamster carhauleders, and of the 1999 contract Hoffa bargained. The reality, however, is that thousands of Teamsters are losing jobs with no solid IBT action or plan to protect our jobs.

There is only one pure carhaul local



"I first got involved with the Leedham campaign because I was frustrated with the poor representation we were getting from our local officials. Through the campaign, I met a lot of other Teamsters who felt the same way I do about our union. They put me in touch with TDU, and after learning more about TDU, I joined."

"TDU helped us get organized for the Leedham campaign in Local 938. Through our efforts, Leedham carried our local, the largest in Ontario, by a two-to-one margin."

"But more importantly, TDU showed me that reforming our union is about a lot more than getting one person elected. It's about changing our union from the bottom up, shop by shop. Now with the election behind us, TDU is there to help us continue the fight for reform."

Dave Scott
Local 983, Purolator Courier
Toronto, Ontario

union: St Louis Local 604. So this is the one to look at here, and the vote was a whopping 80 percent for Tom Leedham. Hoffa was decisively rejected by these carhauleders, who have experienced his leadership. In all other locals, carhauleders are a minority, usually a small minority, and thus their votes cannot be accurately tracked. But the two largest groups of carhauleders are in Ontario Local 938 and Detroit Local 299. Local 938 voted by 68 percent for Leedham, with carhauleders taking the lead in campaigning for reform there. In Detroit Local 299, the local that Hoffa Sr headed for many years, Hoffa did win a narrow majority, but his margin was less than half what it was in 1998, as the tide turned toward reform. In some other locals carhauleders were instrumental in giving a majority to Leedham also.

Carhauleders have seen the past, and chosen the future. Most voted for Leedham.

Anheuser-Busch

The 7,000 Teamsters who work in the 12 Budweiser breweries across the U.S. also voted for Tom Leedham, in most locals by heavy margins. This was a dramatic turnaround from 1998, when Hoffa won a big majority among A-B Teamsters. They hoped his promises would come true. Then they saw what he did to them when he signed a backdoor deal with August Busch.

They voted for Leedham. It appears that in 11 of 12 breweries, Leedham won the vote. In most of those breweries, there are separate local unions for Budweiser Teamsters, so we can be quite sure. In the St Louis brewery locals, Leedham won overwhelmingly, taking 83 percent in the largest one. In Baldwinsville, N.Y., Local 1149, Budweiser Teamsters voted by 76 percent for Leedham; in Newark, 74 percent; Williamsburg, Va., 74 percent; Jacksonville, Fla., 67 percent; Cartersville, Ga., 60 percent; and Ft. Collins, Colo., 69 percent. Columbus Local 284 and New Hampshire Local 633, general locals that include Budweiser breweries, also voted for Leedham.

In the *Teamster* magazine we have seen Budweiser Teamsters happy with the Hoffa contract. But in the real world, Budweiser Teamsters chose rank and file power.

Northwest Airlines

The 10,000 Northwest Airlines Teamster flight attendants in Local 2000 have experienced quite a bit of the Hoffa administration. When Hoffa tried to sell them the employer's first contract offer, the IBT sent them six mailings each as part of the sales job. They voted it down and won millions of dollars more. They have also had Hoffa's Personal Repre-

sentative Brad Slawson assigned to their local. Unfortunately, instead of extending help he has offered up division and threats.

These 10,000 Teamsters saw a lot of the Hoffa administration. And they know what rank and file power is all about. They've used it in their own contract campaign, and to reject the first company offer.

They voted by a whopping 89 percent for Tom Leedham.

Detroit Newspapers

This is a small group of Teamsters but an especially important one. Again, the *Teamster* magazine has told the tale of what a great job James Hoffa did for these Teamsters in their contract settlement, after their heroic five-year struggle against the Detroit Newspaper Agency.

Locals 372 and 2040 voted for Tom Leedham.

Four Contracts: A Pattern

These are the four national contract settlements that Hoffa has made. In each case, the members voted for Leedham, including thousands who voted for Hoffa last time.

These four groups total 30,000 Teamsters, which is only about two percent of 1.4 million, so they could not tip the balance in the election. But they sent a powerful message, a message for all of us, including the IBT leadership.

More than just voting for Leedham, these Teamsters have chosen rank and file power. They learned that a famous name with officials behind it and good PR cannot take on a powerful corporation, cannot win against the carhaul industry, Gannett and Knight Ridder newspapers, Northwest, or Anheuser-Busch. Unity is not officials chanting the name of the leader. Unity is mobilized, informed members who have leaders accountable to them and willing to take action to win.

That is a message for all of us to consider.

Three Trusteeships: Another Pattern

In addition to national contract settlements, other Teamsters have experienced the Hoffa administration via local union trusteeships. Three important and controversial trusteeships have been in locals 19, 631, and 556.

In Texas Local 19, some 3,500 Teamsters found their local slapped into trusteeship after Hoffa's 1996 running mate, J. D. Potter, was kicked out by the IRB for laundering money into Hoffa's campaign. Hoffa promised to clean up the local and represent the members. He did the opposite.

Local 19 in the past supported Hoffa,



"UPS employees voted for Tom Leedham because Hoffa has not led any successful contract negotiations or contract campaigns. We hoped that our contract could be negotiated by a Teamster leader with a proven track record of negotiating strong contracts for the members of his local and the Warehouse Division, like Leedham. Now that Hoffa has won we must help fight to make his promise of the 'Best UPS Contract Ever' a reality. That is a tall order and he will need rank and file power behind him at the bargaining table to make it happen. We are ready to support him if he takes on UPS and makes them deliver."

Robert Lloyd
Arkansas Local 878
Steward and Package Car Driver

but in this election Leedham took 51 percent of the vote.

In Las Vegas Local 631, Hoffa again used trusteeship powers and claims it is for the benefit of the members. But after Hoffa's trustee and his two International reps were charged with making a sweetheart deal here to benefit a nonunion employer who Hoffa dined with in Chicago, Las Vegas Teamsters are reconsidering their support for Hoffa.

Hoffa still won a majority in Local 631, but narrowly. His margin was less than half of what it was in 1998. Members have seen the Hoffa administration's approach, and are now turning toward rank and file power for the future.

In Walla Walla, Wash., Local 556, 2,000 Teamsters saw Hoffa's trusteeship here. They had to go to federal court and win an injunction against Hoffa trustee Al Hobart to elect their own chief steward. Hobart was rewarded with a position on the Hoffa slate. But in this election, Local 556 members voted by 90 percent for Tom Leedham and their own Maria Martinez.

These few local unions, where members have directly experienced the Hoffa administration, could not affect the overall election. But these members, too, have sent a message. That message is that old guard style trusteeships do not work; they are choosing rank and file power.

TDU Faces the Future

TDU is proud of the role it played in protecting Teamster democracy and supporting the Rank & File Power Slate. Now that the votes are in, it is time to focus on the future.

TDU has always been involved in more than elections. Long before Teamster members enjoyed the Right to Vote (a right won by TDU), our movement was building Teamster power by educating and involving Teamster members.

What role will TDU play now that the election is over?

► **TDU will mobilize:** Where the Hoffa administration or local leaders are taking on employers in contract fights or organizing drives, TDU members will lend

our full support. Where Teamster officials are keeping members in the dark or out of the loop, TDU members will inform and mobilize our fellow Teamsters to build union power from the bottom up. We will mobilize for strong national contracts beginning with UPS and we'll mobilize for strong local contracts too.

► **We will watchdog and safeguard members' rights:** Where Teamster officials are too cozy with management, where they exploit the union to benefit themselves, or where they crack down on union members' rights, TDU will expose what's happening and defend members' rights.

► **We will build participation**

"The 2001 IBT election campaign was one of the most rewarding experiences of my life. The people I met and worked with were without doubt some of the most honest, dedicated and hard working people it will ever be my pleasure to associate with.

"I was surprised and disappointed with the results of the election, but I began to realize that there was much more to the election than the outcome.

"With the help of TDU, we will stand up to our employers to make sure that the rights of the employees are not discarded."

Allen Bunch, Local 171, Hookup, Roanoke, Va.



A TDU Viewpoint

Officer Unity vs. Rank & File Power

One of the areas where TDU will continue to have differences with President Hoffa is on the role of the rank-and-file in building Teamster power.

During the campaign, Hoffa argued that he had restored Teamster power by ending our union's "civil war" and unifying local officials behind him.

As evidence, Hoffa Slate members pointed to the 1997 UPS strike. They called the strike a disaster and blamed it on our union's disunity.

But Hoffa's strategy of unifying Teamster officials has delivered significantly less at the bargaining table than the "disunity" of the UPS contract campaign.

During that campaign, top Teamster leaders united behind the members' demands for full-time jobs, wage improvements, an end to subcontracting and other demands for major gains. As a result, Teamster members won labor's biggest victory of the decade.

Since Hoffa "unified" our union, we have seen an end to rank-and-file mobilizations like the UPS contract campaign and the member-to-member organizing drive at Overnite. Hoffa has negotiated three contracts, all of them substandard. Organizing has ground to a halt and our

union has shrunk by 11,000 members.

To rebuild our union's power, Hoffa has to do more than unify its top officials

"To rebuild our union's power, Hoffa has to do more than unify its top officials behind his administration. He must end his cozy relationship with Teamster employers and unify working Teamsters in contract campaign, organizing drives and other mobilizations."

behind his administration. He must end his cozy relationship with Teamster employers and unify working Teamsters in contract campaign, organizing drives and other mobilizations.

TDU will continue to raise the need for rank-and-file unity. We will continue to build rank-and-file power by organizing Teamster members to pressure our employers, and where necessary our union officials, to defend our rights.

and develop union activists:

When 76 percent of Teamsters don't return their ballots, something's wrong. Our union needs more involvement from our members at every level — stewards and shop floor fighters who know how to enforce their contracts, volunteer organizers, contract campaign mobilizers, and reform local officers. Through *Convoy-Dispatch*, meetings, workshops and our annual convention, TDU will draw members in and develop new Teamster activists and leaders.

► We will educate and inform:

To defend our contracts, win better ones, and enforce our rights, members need information. TDU will continue to be a news and education source through *Convoy-Dispatch* and educational materials and workshops.

► We will promote discussion on the challenges facing our

union: In the next five years we need to win strong national and local contracts. We need to organize the nonunion competition and expand our numbers. We need to increase strike benefits and lower officer perks.

TDU is committed to building a stronger union and we believe that reform and rank-and-file involvement are the way to do it. That's our vision and we will continue to promote discussion about the best way forward for our union.

The Hoffa camp will argue that the election is over and that real Teamsters have to fall in line.

We're good Teamsters, but we're not sheep. We will continue to mobilize, educate, develop new leaders and promote debate.

We've been organizing for 25 years for a stronger union. We've had many successes, and we're not about to stop now.

Reform Movement Makes Gains Despite Election Loss

The Tom Leedham Rank & File Power Slate failed to pull off an upset in last month's Teamster balloting. But by mounting a strong grassroots campaign, Tom Leedham and the Teamster reform movement won important victories that benefit all Teamster members.

We defeated the Hoffa camp's attempt to roll back democracy in the Teamsters.

Entering this campaign, Hoffa's goal was not just to win the election; it was to avoid an election altogether. Hoffa sought to return the Teamsters to a one-party system, crush TDU, and establish himself as the uncontested Teamster President for life.

Hoffa's goal was to establish rank-and-file elections as a constitutional provision but to stop the Teamster reform movement from having the power to exercise this right.

But TDU and the reform movement defeated this attempt to roll back Teamster democracy.

As a result, Teamster leaders, and would-be leaders, have to answer to members for their actions.

We helped shape our union's future by defining issues our union has to address.

At their best, elections are about issues, not personalities. TDU and the Rank & File Power Campaign defined the challenges that our union has to meet and laid out our vision for meeting those challenges, including:

- **winning strong contracts** by mobilizing members.
- **increasing our bargaining power** by organizing the unorganized.
- **strengthening the strike fund** and in-

creasing strike benefits.

- **moving towards master contracts** with national employers in the warehouse, beverage, food processing, and other industries by coordinating bargaining and pursuing national contract language.
- **ensuring retirement with dignity** by improving existing pensions and launching a comprehensive campaign to win retiree health benefits and a basic pension for all Teamsters.
- **taking on two-tier wage systems** that gut our standards and undermine Teamster solidarity
- **spending members' dues to build union power**, not to finance perks for top union officials
- **building Teamster power through diversity**, not weakening our union by excluding African-American and Latino members from leadership positions.

We strengthened the reform movement for future battles.

TDU and the Rank & File Power Campaign reached out to tens of thousands of Teamster members. Our efforts informed members and drew new people into participation as voters, as reformers, and as union activists.

In the coming five years, every national contract will be negotiated, major organizing drives need to be launched, as well as other mobilizations for workers' rights. All will require rank-and-file participation to be successful.

By drawing Teamster members into our union and our reform movement, the Leedham Campaign made it more likely that we will succeed in meeting the challenges that face our union in the next five years.

Election Results by Local

The following figures show local union vote count tallies for General President. Locals are listed by region and then by Joint Council, with totals for each Joint Council.

Votes are listed for Leedham (L), then Hoffa (H). The final column indicates voter turnout, the percentage of members in that local or Joint Council who voted. (Actual voter turnout was often

slightly higher than reflected here, as many ballots were automatically challenged, and never counted because they were less than the margin of victory.)

The 68 locals in italic were won by Leedham.

The total vote count was 200,235 (64.9%) for Hoffa, and 108,378 (35.1%) for Leedham. Overall vote turnout was about 25%, with 22% counted.

Eastern Region

Local.....L.....H Turnout
L 901.....250.....84.....9%
no JC.....250.....84.....9%

L 28.....209.....305.....39%
L 61.....127.....314.....51%
L 71.....597.....454.....40%
L 86.....43.....118.....20%
L 391.....618.....1882.....33%
L 509.....156.....446.....37%
JC 9.....1750.....3519.....36%

L 1.....7.....128.....43%
L 25.....1197.....1964.....33%
L 42.....123.....209.....34%
L 49.....26.....131.....34%
L 59.....116.....294.....25%
L 64.....75.....172.....24%
L 82.....14.....243.....40%
L 122.....41.....215.....33%
L 127.....43.....217.....27%
L 145.....31.....143.....19%
L 170.....593.....738.....29%
L 191.....145.....428.....27%
L 251.....543.....973.....31%
L 259.....23.....222.....50%
L 340.....282.....782.....27%
L 379.....84.....500.....34%
L 404.....282.....340.....28%
L 443.....212.....610.....31%
L 493.....203.....267.....48%
L 559.....215.....173.....30%
L 597.....248.....88.....38%
L 633.....546.....486.....36%
L 653.....211.....366.....30%
L 671.....234.....473.....35%
L 677.....288.....332.....29%
L 686.....63.....96.....25%
L 1035.....145.....95.....31%
L 1040.....4.....22.....10%
L 1150.....390.....972.....40%
JC 10.....6384.....11679.....32%

L 72.....201.....546.....28%
L 111.....46.....417.....67%
L 202.....76.....977.....28%
L 210.....210.....355.....8%
L 237.....1300.....3004.....20%
L 239.....39.....330.....36%
L 272.....115.....264.....8%
L 277.....55.....94.....18%
L 282.....92.....911.....30%
L 295.....102.....652.....30%
L 338.....22.....70.....19%
L 445.....162.....598.....26%
L 456.....93.....784.....24%
L 550.....20.....393.....47%
L 553.....64.....293.....24%
L 584.....37.....386.....33%
L 707.....375.....728.....39%
L 802.....84.....365.....25%
L 803.....36.....80.....5%
L 804.....1360.....797.....30%
L 805.....120.....205.....26%
L 807.....75.....417.....20%
L 808.....47.....241.....20%
L 810.....181.....443.....10%
L 812.....135.....652.....20%
L 813.....139.....643.....20%
L 814.....48.....253.....27%
L 815.....79.....526.....22%
L 817.....12.....151.....62%
L 819.....54.....71.....8%

L 831.....150.....1331.....24%
L 832.....17.....22.....7%
L 840.....36.....86.....7%
L 851.....15.....235.....24%
L 854.....52.....160.....12%
L 858.....24.....119.....32%
L 917.....115.....253.....12%
L 966.....87.....199.....16%
L 1205.....93.....204.....26%
JC 16.....5968.....18255.....21%

L 126.....3.....24.....35%
L 182.....116.....393.....21%
L 294.....395.....569.....28%
L 317.....372.....677.....32%
L 529.....58.....150.....21%
L 669.....51.....153.....23%
L 687.....58.....151.....17%
L 693.....102.....148.....24%
L 1149.....187.....59.....40%
JC 18.....1342.....2324.....26%

L 8.....130.....370.....24%
L 30.....275.....441.....31%
L 110.....149.....309.....25%
L 205.....113.....596.....28%
L 211.....54.....230.....70%
L 249.....463.....940.....36%
L 250.....140.....336.....31%
L 261.....118.....160.....23%
L 273.....17.....80.....21%
L 341.....46.....94.....31%
L 397.....119.....244.....22%
L 485.....35.....108.....25%
L 491.....36.....218.....33%
L 538.....65.....154.....25%
L 585.....46.....140.....23%
L 636.....104.....206.....31%
L 697.....23.....96.....22%
L 872.....92.....115.....34%
L 926.....70.....429.....40%
JC 40.....2095.....5266.....30%

L 118.....189.....614.....37%
L 264.....362.....754.....24%
L 375.....290.....253.....36%
L 449.....481.....300.....35%
L 791.....55.....205.....22%
JC 46.....1377.....2126.....29%

L 12.....0.....0.....0%
L 77.....93.....356.....30%
L 107.....274.....886.....48%
L 115.....353.....491.....29%
L 169.....122.....146.....13%
L 229.....516.....639.....50%
L 312.....91.....267.....20%
L 326.....156.....555.....37%
L 331.....95.....246.....16%
L 384.....472.....574.....33%
L 401.....110.....298.....27%
L 429.....349.....701.....26%
L 430.....96.....192.....18%
L 463.....173.....660.....31%
L 470.....80.....376.....37%
L 500.....46.....382.....29%
L 502.....25.....99.....16%
L 623.....192.....423.....22%
L 628.....58.....486.....55%
L 676.....256.....629.....19%
L 764.....137.....195.....23%
L 771.....401.....379.....29%
L 773.....491.....573.....28%
L 776.....793.....1445.....40%
L 830.....193.....578.....23%
L 837.....90.....89.....10%

L 929.....58.....208.....9%
L 1414.....45.....327.....53%
JC 53.....5765.....12200.....28%

L 67.....9.....58.....10%
L 96.....117.....30.....20%
L 246.....76.....152.....17%
L 639.....357.....991.....20%
L 730.....42.....306.....18%
L 922.....31.....80.....13%
JC 55.....632.....1617.....19%

L 103.....23.....56.....6%
L 311.....86.....123.....12%
L 355.....359.....621.....21%
L 453.....19.....99.....21%
L 557.....209.....253.....31%
L 570.....95.....243.....14%
L 888.....7.....28.....13%
L 992.....192.....254.....30%
JC 62.....990.....1677.....19%

L 747.....97.....110.....20%
JC 69.....97.....110.....20%

L 11.....166.....442.....11%
L 35.....27.....116.....9%
L 97.....246.....485.....8%
L 102.....94.....103.....14%
L 125.....72.....237.....15%
L 177.....1235.....948.....30%
L 194.....24.....225.....29%
L 408.....19.....144.....20%
L 418.....4.....28.....7%
L 469.....59.....463.....34%
L 478.....43.....236.....20%
L 522.....27.....75.....6%
L 531.....15.....42.....5%
L 560.....239.....1089.....28%
L 575.....18.....41.....6%
L 641.....91.....420.....28%
L 701.....88.....267.....22%
L 723.....24.....48.....7%
L 843.....72.....25.....30%
L 863.....184.....788.....20%
L 866.....25.....119.....11%
L 877.....46.....180.....36%
L 945.....78.....180.....10%
L 1100.....9.....54.....23%
JC 73.....2905.....6755.....18%

L 22.....93.....97.....40%
L 29.....119.....148.....26%
L 95.....161.....57.....45%
L 101.....21.....76.....7%
L 171.....278.....189.....34%
L 322.....114.....138.....26%
L 592.....49.....208.....19%
L 822.....200.....148.....17%
JC 83.....1035.....1061.....23%

L 175.....181.....682.....26%
L 505.....82.....176.....27%
JC 84.....263.....858.....26%

East.....30853.....67531.....24%

Southern Region

L 657.....200.....527.....30%
L 919.....59.....67.....27%
L 968.....53.....121.....7%
L 988.....337.....611.....26%
L 1110.....14.....41.....8%
JC 58.....663.....1367.....21%

L 19.....380.....364.....22%
L 568.....121.....172.....27%
L 577.....126.....192.....9%
L 745.....397.....2468.....43%
L 767.....217.....662.....23%
L 886.....202.....695.....26%
L 997.....35.....213.....22%
JC 80.....1478.....4766.....27%

L 119.....0.....7.....23%
L 217.....45.....97.....35%
L 258.....3.....7.....9%
L 402.....61.....115.....29%
L 515.....85.....160.....42%
L 519.....371.....493.....36%
L 549.....113.....50.....25%
L 612.....245.....493.....30%
L 891.....288.....560.....36%
L 1196.....26.....131.....13%
JC 87.....1237.....2113.....31%

L 327.....161.....285.....29%
L 373.....97.....108.....25%
L 480.....543.....972.....44%
L 516.....68.....125.....24%
L 523.....46.....137.....21%
L 667.....759.....456.....37%
L 878.....400.....387.....24%
L 984.....50.....101.....11%
JC 88.....2124.....2571.....30%

L 5.....22.....76.....12%
L 270.....237.....322.....18%
L 969.....12.....16.....17%
L 991.....130.....248.....23%
JC 93.....401.....662.....19%

L 79.....356.....1018.....42%
L 173.....49.....185.....16%
L 385.....425.....802.....26%
L 390.....215.....425.....36%
L 512.....246.....318.....26%
L 528.....283.....484.....22%
L 728.....1238.....1216.....39%
L 769.....289.....848.....26%
L 947.....89.....43.....28%
L 1129.....83.....56.....44%
Ga./Fla.....3273.....5395.....31%

South.....9176.....16874.....28%

Western Region

L 2.....204.....388.....20%
L 17.....307.....512.....36%
L 104.....492.....1178.....23%
L 190.....109.....190.....19%
L 222.....220.....823.....35%
L 267.....109.....48.....40%
L 435.....337.....1106.....24%
L 483.....73.....142.....27%
L 492.....238.....456.....29%
L 537.....126.....580.....26%
L 752.....15.....32.....17%
L 961.....123.....213.....13%
L 983.....69.....92.....15%
JC 3.....2422.....5760.....24%

L 15.....15.....175.....48%
L 70.....247.....927.....27%
L 78.....169.....930.....17%
L 85.....89.....174.....30%
L 278.....281.....193.....20%
L 287.....316.....379.....25%
L 315.....276.....312.....22%
L 350.....43.....305.....21%
L 484.....24.....73.....17%
L 490.....187.....243.....23%
L 624.....185.....193.....17%
L 665.....150.....424.....13%
L 853.....190.....1203.....25%
L 856.....256.....546.....13%
L 890.....159.....480.....10%
L 912.....104.....85.....8%
L 921.....47.....120.....33%
JC 7.....2738.....6762.....18%

L 38.....148.....293.....10%
L 66.....54.....63.....17%
L 117.....399.....865.....17%
L 174.....1058.....604.....27%
L 227.....79.....121.....20%
L 231.....116.....314.....18%
L 252.....84.....185.....18%
L 313.....340.....594.....28%
L 378.....76.....98.....17%
L 524.....92.....154.....16%
L 556.....279.....30.....16%
L 589.....104.....218.....20%
L 599.....226.....311.....20%
L 690.....312.....518.....25%
L 741.....155.....243.....35%
L 760.....177.....634.....17%
L 763.....552.....275.....20%
L 839.....74.....177.....18%
L 959.....227.....491.....14%
JC 28.....4552.....6188.....19%

L 58.....134.....149.....17%
L 81.....166.....323.....38%
L 162.....762.....396.....21%
L 206.....816.....105.....27%
L 223.....145.....178.....14%
L 305.....330.....488.....19%
L 324.....149.....186.....23%

L 670.....291.....396.....12%
L 962.....113.....192.....19%
JC 37.....2906.....2413.....19%

L 87.....109.....75.....21%
L 94.....40.....124.....15%
L 137.....108.....198.....18%
L 150.....711.....548.....19%
L 228.....97.....133.....8%
L 386.....155.....475.....19%
L 431.....127.....210.....16%
L 439.....302.....746.....22%
L 517.....81.....150.....13%
L 533.....164.....266.....22%
L 601.....98.....146.....9%
L 616.....53.....75.....12%
L 746.....26.....44.....19%
L 748.....128.....352.....9%
L 857.....45.....97.....9%
JC 38.....2244.....3639.....16%

L 14.....148.....329.....20%
L 36.....60.....111.....13%
L 63.....960.....2323.....25%
L 166.....122.....356.....10%
L 186.....58.....250.....22%
L 381.....52.....81.....11%
L 396.....1337.....699.....23%
L 399.....168.....648.....22%
L 481.....135.....143.....10%
L 495.....263.....828.....16%
L 542.....311.....396.....13%
L 572.....463.....782.....12%
L 578.....93.....264.....10%
L 630.....313.....778.....14%
L 631.....535.....734.....24%
L 681.....18.....85.....35%
L 683.....75.....229.....16%
L 692.....115.....285.....14%
L 848.....144.....847.....25%
L 896.....254.....322.....21%
L 911.....155.....314.....11%
L 952.....705.....1132.....18%
L 986.....439.....1036.....11%
L 995.....125.....415.....16%
L 996.....272.....740.....18%
JC 42.....7320.....14127.....17%

West.....22182.....38889.....18%

Central Region

L 554.....236.....915.....32%
no JC.....236.....915.....32%

L 24.....448.....397.....38%
L 284.....588.....570.....29%
L 293.....90.....240.....17%
L 336.....21.....56.....16%
L 377.....369.....625.....26%
L 413.....656.....678.....33%
L 436.....174.....253.....18%
L 473.....90.....165.....18%
L 507.....323.....622.....35%
L 510.....32.....71.....20%
JC 1.....2791.....3677.....27%

L 6.....115.....92.....34%
L 133.....17.....19.....16%
L 303.....25.....48.....20%
L 367.....24.....19.....28%
L 574.....72.....118.....20%
L 600.....394.....821.....44%
L 604.....209.....52.....46%
L 610.....304.....244.....25%
L 618.....158.....522.....21%
L 682.....106.....404.....21%
L 688.....917.....1234.....23%
L 833.....47.....119.....26%
L 1187.....210.....42.....43%
JC 13.....2598.....3734.....26%

L 142.....293.....744.....21%
L 179.....152.....446.....25%
L 301.....132.....393.....23%
L 325.....292.....281.....41%
L 330.....82.....347.....27%
L 673.....141.....360.....19%
L 703.....216.....484.....38%
L 705.....2786.....2277.....26%
L 706.....22.....196.....33%
L 710.....1863.....3509.....41%
L 714.....282.....825.....12%
L 726.....213.....1261.....30%
L 727.....103.....799.....17%

L 731	217	792	18%
L 734	158	427	29%
L 738	140	254	11%
L 743	846	972	12%
L 744	90	316	10%
L 754	71	188	26%
L 777	18	57	4%
L 781	124	441	8%
L 786	372	315	27%
JC 25	8613	15684	22%

L 100	544	888	27%
L 105	2	10	4%
L 114	34	203	20%
L 661	13	117	24%
L 1199	16	132	16%
L 1717	5	46	24%
JC 26	614	1396	23%

L 4	19	89	38%
L 120	933	1674	33%
L 160	86	127	17%
L 221	165	172	16%
L 289	95	95	16%
L 320	1148	1056	26%
L 346	167	338	18%
L 471	144	129	18%
L 503	29	72	14%
L 638	841	838	34%
L 792	296	204	26%
L 970	207	272	15%
L 974	185	225	20%
L 1145	350	397	30%
L 2000	2875	359	32%
JC 32	7540	6047	27%

L 23	8	22	12%
L 43	123	243	22%
L 75	224	764	29%
L 200	1015	708	25%
L 344	882	760	31%
L 563	187	170	27%
L 579	87	189	24%
L 662	296	574	18%
L 695	518	695	18%
JC 39	3340	4125	24%

L 40	89	150	21%
L 52	32	333	30%
L 92	183	500	23%
L 113	3	18	11%
L 244	12	69	10%
L 348	98	334	29%
L 400	27	148	22%

L 407	1265	439	34%
L 416	35	108	11%
L 422	3	28	7%
L 497	18	59	10%
L 571	38	41	16%
L 637	87	125	19%
L 654	90	172	36%
L 957	466	862	32%
L 964	155	157	27%
L 1164	16	68	19%
L 1224	94	143	30%
JC 41	2711	3754	26%

L 7	153	341	16%
L 51	48	215	25%
L 164	128	269	24%
L 214	293	845	13%
L 243	463	462	24%
L 247	162	721	18%
L 283	80	327	20%
L 299	794	1002	30%
L 328	84	277	20%
L 332	135	355	17%
L 337	311	1078	19%
L 339	41	157	19%
L 372	75	74	34%
L 406	501	1086	22%
L 486	113	482	27%
L 580	173	326	25%
L 614	159	554	22%
L 1038	25	200	22%
L 1620	4	16	19%
L 2040	29	9	22%
JC 43	3771	8796	21%

L 20	517	1550	26%
L 908	78	237	20%
L 1135	3	13	21%
JC 44	598	1800	25%
L 90	198	163	28%
L 147	155	364	20%
L 238	235	613	20%
L 358	7	30	20%
L 387	11	125	30%
L 421	116	247	27%

L 650	72	148	28%
L 828	80	44	22%
JC 45	874	1734	23%

L 41	808	1706	35%
L 245	124	909	32%
L 460	8	83	22%
L 541	80	271	17%
L 696	68	517	21%
L 795	85	382	33%
L 823	43	269	34%
L 838	41	214	13%
L 955	58	456	31%
JC 56	1315	4807	28%

L 26	164	374	17%
L 50	82	295	17%
L 279	22	195	28%
L 347	20	169	20%
L 371	262	358	24%
L 525	77	344	19%
L 627	110	483	23%
L 722	283	175	23%
L 916	205	646	27%
JC 65	1225	3039	22%

L 135	1505	2043	23%
L 215	142	766	29%
L 364	236	598	15%
L 414	327	643	33%
L 716	55	224	16%
L 1070	7	33	23%
L 2001	0	3	2%
JC 69	2272	4310	23%

L 116	48	244	21%
L 123	45	143	29%
L 749	98	307	29%
JC 82	191	694	26%

L 89	1784	1450	22%
L 236	57	67	18%
L 651	384	338	23%
L 783	148	294	11%
L 727	170	218	40%
JC 94	2543	2367	21%

Central 41232	66879	24%
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Canada

L 855	19	82	11%
L 927	111	144	16%
L 979	47	266	18%
no JC	177	492	16%

L 31	561	1014	21%
L 155	144	107	29%
L 213	508	796	14%
L 464	86	222	20%
JC 36	1299	2139	18%

L 91	185	187	13%
L 141	98	155	14%
L 230	152	137	15%
L 419	143	212	14%
L 647	113	168	9%
L 847	44	219	11%
L 879	224	501	21%
L 880	83	224	12%
L 938	1250	599	19%
JC 52	2292	2402	16%

L 132	18	28	15%
L 424	20	27	7%
L 1003	0	2	2%
L 1302	3	6	15%
L 1552	2	10	20%
L 1572	1	5	38%
L 1655	3	30	42%
L 1688	6	34	23%
L 1880	17	22	25%
L 1985	6	4	5%
JC 79	76	168	14%

L 362	166	717	19%
L 395	37	114	14%
L 987	100	164	7%
JC 90	303	995	14%
L 69	48	385	21%
L 106	218	666	17%
L 931	144	562	13%
L 973	38	109	6%
L 1998	32	258	13%
L 1999	308	1886	15%
JC 91	788	3866	15%

Canada	4935	10062	15%
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Working Teamsters Face Future With Hoffa at Helm

continued from page 1

Reform candidate Tom Leedham and the Rank & File Power Slate mounted a vibrant grassroots campaign, defeated the Hoffa campaign's attempt to roll back Teamster democracy and raised important issues about the future of our union.

The most important factor in Hoffa's victory was the support he received from Teamster officials who were more uniformly united around Hoffa than any other previous candidate for Teamster General President.

Reform candidates have been the underdog in previous IBT elections, but in every other election, a layer of Teamster officials joined the reform coalition or at least stayed neutral. This time virtually every official fell into the Hoffa camp.

While this unity at the top of our union has delivered very little for working Teamsters at the bargaining table, it did deliver the election to Hoffa.

Money was another key factor in Hoffa's victory. Hoffa boasted a \$3 million dollar campaign war chest and outspent Leedham by ten to one. Hoffa received campaign donations from virtually every one of the 140 Teamster officials who receive multiple union salaries.

Hoffa also benefited from the unique circumstances of his incumbency. Hoffa enjoyed all the advantages of being the incumbent General President — backing from officials, use of the Teamster magazine and other union publications for PR, free media coverage, unlimited access to worksites and union halls, etc.

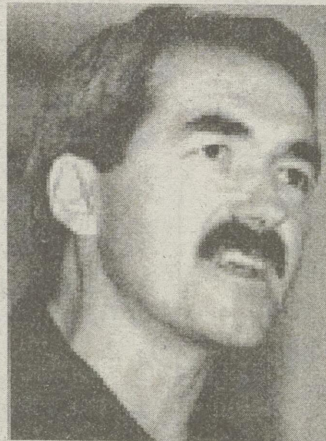
Hoffa Had No Record to Defend

But Hoffa was burdened with almost none of incumbency's disadvantages because he has very little record to defend. Hoffa went into this campaign only two years into his administration.

Incredibly, Hoffa lost the vote among every group he has negotiated for, including Teamsters at Anheuser-Busch, Northwest Airlines, in carhaul and Detroit Newspaper workers. But these groups account for only two percent of the overall Teamster membership, far from enough to swing the election for reform.

Hoffa did not have to negotiate the big UPS and freight contracts in his first term, enabling him to promise pie in the sky there (especially at UPS)

Leedham Thanks Supporters for a Well-Fought Campaign



"Outspent ten to one by an incumbent with a famous name, we didn't win the election. But we succeeded in making democracy a reality in the Teamsters, not just a slogan. We raised the important issues that will face our

union in the years to come, like winning strong contracts, organizing, and cleaning up corruption.

"I want to say thank you to the hundreds of Teamster members who put their time, energy, and

rather than defend a record.

Despite these overwhelming obstacles, Tom Leedham took more than 35 percent of the vote, just a four percent drop over 1998 when Hoffa was not running as an incumbent and many Teamster officials remained neutral. In the Central Region, Leedham's vote climbed to 38.1 percent.

In all, more than 108,000 Teamsters voted for reform. Leedham outpolled Hoffa in 68 local unions. Those locals total 211,000 members. Even more impressive, Leedham's total vote equaled Hoffa's total vote in 188 locals that account for 560,000 members (40 percent of the entire union).

We Must Build the Reform Movement

The election results show that the reform movement has built a powerful base. Our job is to build on that base and to mobilize Teamster members to meet the challenges that our union faces.

The election results also show that the vast majority of Teamster members are alienated from our union. More than 75 percent of Teamster members did not return their ballot. Hoffa's claim that the election is a resounding mandate for his leadership doesn't square with the reality that only 15 percent of Teamster members cast their ballots for him.

The biggest challenge that our movement faces in rebuilding the power of our union isn't old guard Teamster officials. It isn't even employers or corporate politicians.

The biggest obstacle we face is the cynicism that pervades our union and the feeling, encouraged by employers and some union officials, that our participation in our union doesn't matter because working Teamsters can't make a difference.

We need to continue to educate and organize and take that idea head on.

Hoffa will continue to enjoy the active support of most Teamster officials, and he will continue to put that brand of unity forward as the key to Teamster power.

TDU will continue to advocate rank-and-file power as the key to a stronger Teamsters Union. Our focus will be on activating Teamster members to put the heat on employers — and on our union officials when necessary — to win strong contracts, organize the unorganized, and enforce our rights on the job and in the union.

money into our Rank & File Power Campaign over the last year and a half. We fought an uphill battle from the start and each of you sacrificed greatly to build a stronger union.

"I want to especially thank the TDU members who gave so much to the campaign. As I traveled on the campaign trail, I noticed time and time again that the areas with the most support for reform were also those areas where TDU is strongest and most active and where Convoy Dispatch is widely distributed. A strong TDU means a strong reform movement. I encourage everyone who worked on the campaign to go out and build TDU.

"I look forward to working with each of you again as we move forward and continue to build rank and file power."

Tom Leedham

New IRB Member DiGenova Had Past Ties to Charged Hoffa Aide

James Hoffa's appointee to the Independent Review Board (IRB), Joseph diGenova, is about to sit in judgment of a top Hoffa aide, Dane Passo, who diGenova had associations with during Hoffa's 1998 campaign.

This raises a question of a possible conflict of interest, and a broader question: Will the IRB function as an investigative and disciplinary body or will it serve as a political arm of the Hoffa administration and the conservative Republicans Hoffa has courted as his allies?

Passo, Hoffa's special assistant and an International rep, is charged by the IRB investigator with engineering a sweetheart deal with a nonunion employer in Las Vegas. That nonunion employer just happens to be the brother of Billy Hogan, the President of Chicago Joint Council 25 and another Hoffa International rep.

Hogan also faces charges in connection with the scheme, as well as a third Hoffa International rep, Eddie Jacobson, who is accused of covering up the scam when the IRB investigated.

The IRB is expected to rule soon on these charges.

How the IRB Works

The IRB is a three-person body. One member is appointed by the Teamster General President. One is appointed by the U.S. Justice Department. The third member is then agreed on by the first two appointees. Together the three IRB members judge Teamsters who are charged with wrongdoing by IRB Investigator Charles Carberry.

The IRB has two new members. Hoffa appointed Joseph diGenova, a Republican and former U.S. Attorney for the District of

Columbia. The U.S. Justice Department appointed Benjamin Civiletti, former Attorney General under President Jimmy Carter.

DiGenova and Civiletti then agreed on the third panel member, reappointing William Webster, former director of the CIA and FBI.

IRB Member's Links to '98 Hoffa Campaign

In 1998 the Republicans in Congress, led by Congressman Peter Hoekstra (R-Mich.), went after the Teamsters. The Republicans hired diGenova "Special Counsel" to organize the proceedings and spearhead the attack. Hoekstra delivered the lines at the hearings, but diGenova wrote the script.

Hoekstra is a long time opponent of the Teamsters and organized labor. In 1995 he sponsored legislation prepared by the American Trucking Associations to outlaw union "corporate campaigns" that the Teamsters were using to help win labor disputes. He also has written letters to the NLRB on behalf of Overnite Transportation, charging that the NLRB has been biased against the company and in favor of the Teamsters.

In the 1998 hearings, Hoekstra and diGenova called a series of Hoffa campaign operatives to testify before the committee, including Passo, Hoffa's Midwest Campaign Coordinator. But the links between the Hoffa Campaign and the Hoekstra/diGenova Committee went much further than the witness list.

One witness, Aaron Belk, testified under oath that the committee's staff suggested that Hoffa's campaign operative George Geller could script his Con-

gressional testimony for him.

DiGenova and Committee Faced Criticism

After 17 months of hearings, reports, and press releases, the Hoekstra/diGenova hearings produced nothing new. Congressman Tim Roemer (D-Ind.) stated that, "This subcommittee spent over a million dollars to discover that it could not find any illegal activity that was not already being addressed [by federal investigators]."

The committee did benefit Hoffa and Hoekstra, however. The committee generated favorable PR for the Hoffa campaign. And Hoekstra subsequently received the Teamsters' endorsement when he ran for re-election, despite the fact he had a zero rating from the Teamsters Governmental Affairs Department.

DiGenova, now Hoffa's appointee to the IRB, also came under fire and was accused of conflicts of interest. At the same time he was handling the Teamster hearings, diGenova was a paid lobbyist for the American Hospital Association.

Gary Ruskin, director of the Congressional Accountability Project noted at the time that, "Joe diGenova should not be a lobbyist for the American Hospital

Association at the same time he is chief counsel at Education and Workforce [committee] for their investigation."

DiGenova was lobbying to loosen restrictions on the False Claims Act, which federal investigators use to challenge bogus hospital Medicare billings.

Serious Questions for Teamsters

A decision is expected soon from the IRB on what will happen to Hogan and Passo. The question of what will happen with the IRB itself is on the table.

The Hoffa administration has made its top political goal to get rid of the IRB and to eliminate impartially supervised International elections.

The charges against top Hoffa aides like Passo and Hogan show that an impartial disciplinary body that is not controlled by Hoffa or the General Executive Board is still needed to keep corruption in check and protect the rights, contracts and pension funds of Teamster members.

Similarly, the mountain of election violations by the Hoffa Campaign uncovered by the Election Administrator, including the use of union funds to benefit the Hoffa Campaign, show that independent supervision of International elections is needed to safeguard a fair election.

Chicago Reformers Lose Narrowly in Tainted Vote

Local 743 Election Not Over

Although The New Leadership slate of reform candidates came up short on the vote tally (228 votes shy), they are not giving up their fight to take control of Chicago Local 743 for the members.

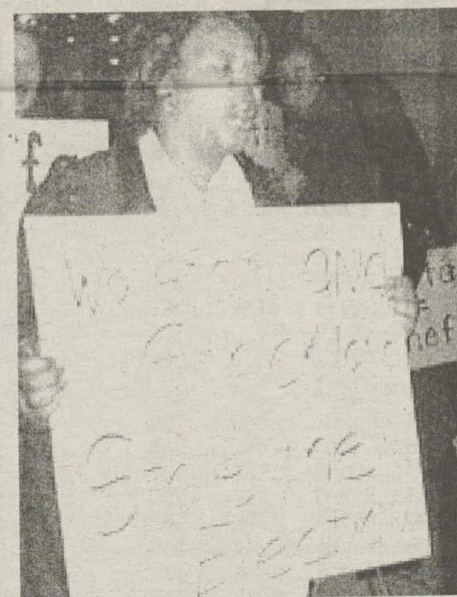
This 13,000-member local's election was riddled with troubling irregularities. Reformers feel that the seriousness of the irregularities should lead them to a rerun of the election — and to victory. Richard Berg, candidate for president, said, "Our members were denied a free and fair election, and we will fight until we get one."

The key to the success of this campaign was its solid grassroots strategy — start early, identify supporters, and, in the crucial election period, get out the vote.

The New Leadership Slate utilized phone banking, direct mail and knocking on doors to turn out the votes of their supporters. According to trustee candidate Homer Lambert, "The key to the success of our campaign was the dozens of supporters who dedicated their time and money to get out our message and turn out the vote. It was truly a movement of members helping members. And when we win, that is the spirit that will revitalize Local 743."

Irregularities in the election included:

- According to Jim DeHann, a Michigan consultant who officiates elections for several Midwest locals, of the 13,576 ballots mailed *not one* was returned as undeliverable. In past elections undeliverable ballot counts have been as



high as 900. A mailing of election materials by the reformers netted 300 undeliverable pieces to the same list.

- The post office box for returned ballots was accessible 24-hours a day by supporters of the incumbents.
- When ballot materials were inventoried after the count, there were 131 ballots above what was printed.
- About 20 reform supporters found that ballots had been cast in their names, despite the documented fact that they had not received a ballot.

Diligent and thorough preparation by observers allowed reformers to document these election irregularities that will hopefully lead to a rerun of the election.

Reformers Win In Memphis Local 667

A slate of reform candidates won five of seven executive board posts in a recent election in Memphis Local 667. The same group won three of four IBT Convention delegate posts last spring.

The new officers include Bill Johnson, Secretary-Treasurer; Milton Byrd, Vice President; Phil White, Recording Secretary; and Trustees David Donahoe and Billy Williams.

The new officers plan to rebuild Local 667 as a fighting force for the members.

Initial steps include improving the grievance procedure by keeping members informed about their grievances and what can be done to enforce their contracts. They also plan to reestablish the local's volunteer organizing committee and rebuild grassroots political action.

Vice President Milton Byrd told *Convoy Dispatch*, "We are eager to get the ball rolling and start the difficult job of rebuilding our local as a powerful force for the members."

Save the Date!

2002 TDU Convention

Nov. 1-3

Cleveland Airport Sheraton

Local Union No Help

International Window Shatters Workers Lives

When 130 Los Angeles Local 986 members went on strike Sept. 10 they had no way of knowing that the events of Sept. 11 would take place — or that those events would be used against them by their employer, International Window.

What they did know was that International Window had given them nothing in the last contract and that working conditions needed to be improved. Management promptly seized upon the events of Sept. 11 as an excuse as to why no improvements could be made.

Some of these workers have over 30 years seniority, many over 25 years, and almost all over 20. They all make less than \$10 an hour, many far less than that.

Yet after these many years of devoted service to the company at low wages, when the workers offered to return to work on the company's terms their offer was rejected. Why? A classic union-busting

scheme? It seems not. The company is perfectly happy with Local 986 as their workers' bargaining agent and wants to maintain its relationship with the union.

International Window wants to remain a Teamster Local 986 company, but without the older workers who have aged in their service. It wants to run with the younger scabs and replacement workers. This may account for why Local 986 has given them little support and no leadership — they'll get their dues and initiation fees anyway. "We've done everything ourselves," Manuelita Burnett explained. "We are working with churches and students. We've picketed clients, like Lowes."

Officials Absent from Picket Lines

Local 986 officials have been absent from the picket lines. They come with strike checks at their own convenience, and if a striker is not on the picket line

when they appear, they don't get paid. They have done nothing to get publicity or garner community or political support for the strikers.

When self-organized ambulatory pickets set up a line around a Hawaii-bound International Window shipment on the docks and gained the ILWU's agreement not to touch the load, it was Local 986 officers who notified the ILWU that they had to handle the load or be guilty of engaging in a secondary boycott.

LA TDU Chapter Lending Support

The workers are now working with the LA Chapter of TDU. They have produced flyers and set up a relief fund.

When the company stockholders met they produced a leaflet and demonstrated outside the company headquarters with signs bearing their names and years of seniority, drawing considerable support from many individual stockholders. They passed a motion at their Local 986 union meeting for the local to request the International to initiate a boycott of International Window products, but have not heard anything from the union since.

"What we want is the right to return to our jobs," Burnett said. "We see America pulling together at this time, but what could be more un-American than forcing long-time employees out of their jobs and onto the streets?"

Win New Rights by Reforming Your Local Bylaws

Are there changes you would like to see in your local union to strengthen members' rights?

Now is the time to act. January is the only month in most local unions when members can initiate the process of reforming local union bylaws.

Bylaws are the constitution of your local union and they define your rights and responsibilities as a local member.

Every year, TDU helps Teamster members organize campaigns to amend their local bylaws. As a result of these campaigns, Teamster members in different locals have won the right:

- to elect shop stewards by secret ballot vote.
- to elect rank-and-file representatives to contract negotiating committees.
- to review all changes in writing before voting on any contract.
- to vote on any proposed increases in officers' salaries.

- to have contracts and bylaws translated into Spanish and other languages.

The process of amending local bylaws to include such rights can vary from local to local. The exact procedure is laid out in your bylaws. Under the IBT Constitution and federal law, you have the right to a copy of the bylaws.

Usually, the procedure to amend bylaws requires that at least seven members submit a proposed amendment at the January union meeting. The proposal is read at three consecutive meetings, beginning in January, and then voted on at the third meeting.

Most bylaws require a two-thirds vote to amend.

TDU has copies of reform amendments that have passed in other locals. If you are being denied copies of your bylaws or would like to make changes to increase members' rights under the bylaws, contact TDU for assistance.

Women Teamsters Take a Stand Against Concessions

Military contractors are not known for having the highest ethical standards. GroupTech Industries of Tampa, Fla., is living up to that reputation.

On Oct. 19 Teamsters at GroupTech went on strike in response to company demands for givebacks. On Oct. 23 management permanently replaced the strikers and has refused to settle the strike ever since. They have also fought the strikers' right to unemployment insurance and access to their 401K accounts.

The Teamsters at GroupTech are primarily women. Most have over 20 years with the company. GroupTech is part of a conglomerate called Sypris.

In bargaining, management demanded that health insurance self-payments be increased and that five holidays, including Good Friday, be eliminated. The small wage increases would have been eaten up by these givebacks.

As a military contractor, GroupTech stands to benefit greatly during the coming months and years. Corporate greed

knows few boundaries.

To date, there has been no assistance from the IBT, and the \$55 strike benefits are far from adequate. Despite this, the strikers have held strong. Other Teamsters have helped out — members at Yellow raised money and UPS members donated turkeys before Thanksgiving.

Many of the strikers are over 50 and some have health problems. There is an extremely high rate of cancer among GroupTech workers, an issue in itself that needs investigation. Those with cancer have found it impossible to switch onto their spouses' health plans. Combined with the expense of continuing benefits under COBRA, this could lead to many having no insurance at all.

"We are women, we are older and have health issues," striker Sue Yocum said. "They want to sweep us aside. It's discrimination and greed combined. You have to wonder if the lack of action by the International is also about us being 'just women.'"



Teamster Magazine Blacks Out Carey Acquittal

Suppose a TV network hypes a big game for months in advance. They air pre-game shows, interviews, and build an audience. Then, as the game comes to a close, and the winner emerges, the screen goes black. No news on the outcome.

Sounds ridiculous? You bet. And what if it turned out that the network had a stake in the outcome of the game? Then the blackout would be downright suspicious, so suspicious that it would destroy the network's credibility as a news source forever.

But that's just what happened with the *Teamster* magazine's coverage of two court proceedings involving former General President Ron Carey.

For months, even years, the Hoffa administration used the *Teamster* magazine to wage a relentless propaganda war against Ron Carey. But after a New York jury found Carey innocent of all charges, the Hoffa administration blacked out the story.

Look at the December *Teamster* magazine. You will not find one word devoted to Carey's acquittal or to the fact that the lawsuit filed by the Hoffa administration against Carey was dismissed as well.

After devoting so many magazine pages and dues dollars to accusing Carey, you would think the Hoffa administration would have the integrity to at least print the outcome of the trial.

Wildcat Strike Ends Bitterly at Texas Meatpacking Plant

Deal Punishes Workers Who Stood Up When Union Officials Wouldn't

More than 700 IBP workers walked off the job in mid-September to protest unsafe working conditions, substandard pay, and the lack of union representation. Management quickly fired 500 workers.

For six weeks, these Local 577 Teamsters walked a picket line in the hot Texas sun in Amarillo until their local president, Rusty Stepp, struck a deal with management that ended the strike by leaving workers out in the cold.

Under the deal:

- IBP will take back strikers on a case-by-case basis according to management's discretion. Fired workers have no recourse under the grievance procedure.
- Replacement workers will stay on the job. Strikers will return to work only as positions become available inside the plant.
- Strikers who return to work must complete a 60-day probationary period.
- Strikers will return with the same wages and benefits, but their seniority for bidding purposes and for future layoffs will date from their reinstatement.

Negotiating an end to unauthorized strikes is always difficult. But the deal negotiated by Local 577 officials won zero

protections for 500-plus skilled workers that the company needed back to return production to normal.

To make matters worse, Teamster officials actually bragged about the settlement and declared that the punishment doled out to the strikers "protects the rights of employees who continued to work during this difficult time."

The strikers, who walked out to fight for safety and fair treatment when their officials wouldn't, obviously feel differently.

"Supervisors treat us like animals, we get injured, the chain runs too fast, we are short of workers, and the union has not helped us. We had no choice," said one striker who preferred to be anonymous for fear of retaliation.

When TDU member Tony Perlstein visited the picket line to show solidarity, strikers inundated him with stories of gruesome injuries and safety violations.

One worker on the picket line had been shot in the stomach with a "bolt gun" used to stun the cows before they are skinned, and then was forced to work even though his wound had not healed.

Others have had fingers chopped off



Amarillo IBP Teamsters wildcatted over inhuman conditions in the meatpacking plant.

by hydraulic scissors because IBP refused to install the equipment according to manufacturer's instructions, in order to save money.

These kinds of grossly unsafe working conditions, and a lack of representation from old guard Teamster officials, have led thousands of meatpackers to launch wildcat strikes in three separate plants represented by the Teamsters.

In each case, local officials and the Hoffa administration have taken no ac-

tion to win justice for the striking Teamsters.

The betrayal of the Local 577 strikers is a setback for all meatpacking workers. But the fight continues. Conditions will not improve unless workers continue to organize for their rights and secure union representation that puts members first.

Teamster meatpackers who are interested in receiving information and legal and organizing support can contact TDU for assistance.

Judge Awards \$3 Million to IBP Workers

Teamsters at Iowa Beef Processors (IBP) have emerged victorious in a class action lawsuit filed by TDU leader and Local 556 Secretary-Treasurer Maria Martinez. A federal judge has ruled that IBP must pay more than \$3 million to 815 current and former employees of the Pasco, Wash., plant.

The judge ordered the monetary award, which includes double damages on some counts in the class action, because IBP failed to pay workers for the time they spent putting on protective equipment before shifts and for cleaning off blood, animal fat and bits of carcasses afterward.

"The judge's order is a victory for IBP workers who have been cheated by the company. We're happy that the judge ruled in our favor, but we are also frustrated at how slowly the wheels of justice have turned," Martinez said. "We filed this lawsuit in 1998 and workers still have not seen a dime."

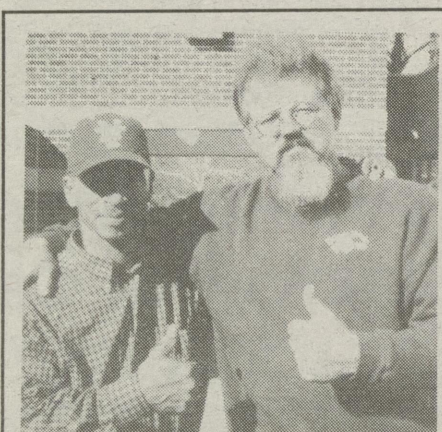
IBP is threatening to appeal the ruling, which would keep workers waiting a year or more to be paid for work they performed from 1995 to 2000. The company must put the workers' money in an interest-earning account pending appeal.

"It's time for IBP to stop stalling and to pay us for the work that we did for the company," Martinez said.

Local 556 members have already filed another lawsuit because the company is refusing to pay workers for the time they

spend removing their gear and putting it back on during meal breaks.

Management says that workers are free to wear their bloody and unsanitary work smocks while they eat and therefore IBP is under no obligation to pay workers to remove and put on their work gear.



Baltimore Sysco Members Win Election for Stewards

Baltimore Local 355 members at Sysco, fed up with poor working conditions, decided to take action. Over 70 showed up at a recent union meeting to demand an election for stewards. They got the election and now have two new driver stewards, Michael Cuthember and John Chavis (above). On other fronts they've made progress on getting Sysco to recognize FMLA rights, and organized an educational workshop and taken other steps to inform coworkers of their rights.



Victory for the Charleston 5!

Five dock workers in Charleston, S.C., who came to be known as the "Charleston Five" are celebrating the end of a long ordeal. Initially facing up to five years in prison for conspiracy to riot, the five settled their case by pleading no contest and each paying a \$100 fine.

The Charleston Five are members of International Longshoremen's Association Local 1422 in South Carolina. The charges arose out of a January 2000 picket line incident in which union members were vastly outnumbered by riot police. The five had since been under house arrest, with a trial set to begin Nov. 14.

"It's a tremendous victory, considering what we were stacked up against," said Local 1422 President Ken Riley. "We owe the victory to the unrelenting

pressure of the movement."

Leaders of Local 1422, including Riley, are among the founding members of the Longshore Workers Coalition, the rank and file reform movement in that union. Since taking office in 1997, they have transformed Local 1422 into a fighting force for working people.

The Charleston 5 case was seen as a political attempt to go after a highly visible, militant, African American-led union in a right-to-work state. The labor movement took up the cause, as unions and community activists from across the country and around the world held demonstrations and other events calling for the charges to be dropped.

(Adapted from the December 2001 issue of *Labor Notes*.)

The Impact of Sept. 11

Employers Lining Up to Take Advantage of the Tragedy

Not since the UPS strike of 1997 have workers been so visible in the media. The events of Sept. 11, in New York in particular, have led to numerous stories praising the working class heroes and mourning the loss of the many workers killed when the twin towers fell.

Many Teamsters were among the heroes at ground zero. And two members of Local 802 in New York died on the 11th.

But what is being said in the media and what is actually being done to help working Americans during this time of crisis are two very different things.

"What happened was a tragedy," lobbyist James Albertine pointed out in crude terms befitting his profession, "but there are opportunities. We are in business. This is not a charity."

Corporations are on the receiving end of unprecedented charity. The Airline Stabilization Act handed \$15 billion to airlines, not a cent earmarked to aid laid off employees. Northwest Airlines, where over 11,000 Teamsters work, will receive \$550 million. UPS, not technically an airline, expects to get \$37 million.

Unity, Hoffa Style

Monica Droegge
Local 688, UPS steward
St. Louis

(When Tom Leedham campaigned at UPS in St. Louis, he met Monica Droegge, a supporter of his, who was pictured on the cover of the *Teamster* magazine. A photo of Monica was taken with Tom, which appeared on the Leedham campaign website.)

I am a Teamster member so that I am treated fairly on the job. I am now being treated unfairly by the people who are supposed to protect my rights.

On Nov. 20, a coworker told me he saw my picture on a website. I didn't think much of it. I worked that day, then went to the Teamster gym. Local 688 has a health club facility that's open to certain 688 members, and some nonmembers. I had always been a welcome guest. After my workout, I made small talk with the gym manager. We talked about books and the upcoming holiday. Then he asked me if I was a member of TDU. I asked what TDU was, and he said it stands for Teamsters for a Democratic Union. I told him no, but I had seen their newspapers, and I liked what they did and stood for. "After all", I said, "we're all free to do what we think is best." He then informed me that the secretary-treasurer of our local, Joe Galli, said I was no longer allowed to use the gym. I was flabbergasted!

I thought we were allowed to have differences of opinion without fear of reprisal.

It doesn't bother me that my picture was on the Leedham website. I supported

The same charity does not extend to workers. According to the AFL-CIO, the Bush Administration's worker relief proposal would make extended benefits available to workers in 17 or fewer states. Those laid off before Sept 11 receive nothing, even if their layoff is extended by the events of the 11th. The same proposal offers corporations permanent changes in tax law that will drastically cut their tax payments.

Impact and Response for Teamsters

Many Teamsters have taken financial hits since the 11th. Trade show workers in Las Vegas and elsewhere are laid off or receiving far less work than normal. Food service Teamsters, delivery and production, have been effected by the drop in tourism.

Teamster employers have already used the events of Sept. 11 to justify attacks on contracts and working conditions (see stories on International Window and GroupTech in this issue). Others

will follow suit, UPS included.

It is possible to win the fight to save jobs, however. Teamsters Local 2000, with over 11,000 flight attendants at Northwest Airlines, has done better than any other group in the airline industry. "We reduced the projected 2,700 layoffs to 310," said Local 2000 President Danny Campbell. "We fought aggressively to avoid any layoffs, and got the maximum time off possible through staggered voluntary leaves."

Freight CEOs Optimistic

The recession that began in March was having an effect on Teamster jobs long before Sept. 11. Volume and revenue were down for the first three quarters at major carriers. Comparisons with results from the previous year are deceptive, however, because 2000 was one of the best operating environments ever experienced in the industry. And the major carriers, except CF, continued to be profitable during the first part of this year.

In fact, freight CEOs said they were pleased with the third quarter results, given the challenges.

The economy is expected to improve, possibly as early as spring of next year.

IBT Needs a Plan of Action

Many Teamsters have pitched in to make a difference during this difficult time, but so far there is no national plan of action to protect jobs and contracts.

Such a plan could include raising pension benefits, to make earlier retirement possible, a campaign to win extended unemployment benefits, and training programs for displaced Teamsters.

A plan is also needed to counter employers who use Sept. 11 to undermine

Deal Opens Roads to Trucks from Mexico

In late November the Bush Administration and Congressional leaders agreed on a plan to open up highways in the United States to cross-border truck traffic from Mexico. The deal "will allow the border to open in a timely manner, consistent with our obligations under NAFTA, while protecting the safety of the American traveling public," according to the statement issued by Senators Phil Gramm (R-Texas) and John McCain (R-Ariz.).

The deal provides for increased safety inspections, licensing and monitoring of trucks from Mexico. Teamster president Hoffa hailed this as a "victory for highway safety." But Teamster members are also concerned about the potential impact on industry wages; Mexican-based drivers will not be entitled to even the basic protections of U.S. labor laws.

The IBT joined with safety groups to oppose the trucking provisions when

UPS Steward Fired Over Flag Pin

Joseph Gill, a UPS driver and steward in Canton, Ohio, Local 92, was fired in late November for wearing small red, white, and blue ribbons attached to his steward pin.

Gill was simply showing support for his country in the wake of Sept. 11. He is a 28-year UPS employee.

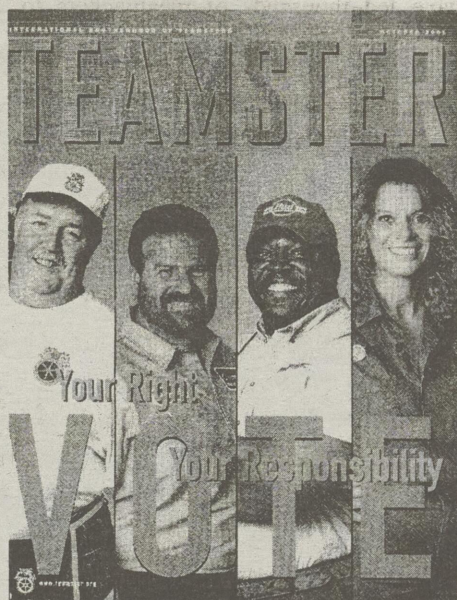
UPS management provided drivers with a company pin, which has a UPS flag crossed with a U.S. flag. Gill did not want to wear the company pin, noting that the U.S. flag should be displayed on the right, and was not.

Management planned to keep Gill off the job over this, but word got out to the media. They quickly gave him his job back, but he lost two days' pay. Meanwhile, Local 92 held a meeting on Dec. 2 to authorize an unfair labor practice strike if necessary.

Management prevailed in getting rid of this driver's ribbons. It is incredible that UPS management's desire to maintain such tight control would go to this extreme, and only public exposure of the firing got this Teamster his job back.

contracts. The UPS contract could be an excellent opportunity to send a message to employers that all Teamsters deserve better pay and benefits.

The role played by union members since the 11th and the positive image of workers in the media today could also be a boost to Teamster organizing efforts. Under Hoffa, organizing has been cut drastically. Here is a chance to kick it into high gear again.



Tom Leedham and I stand by that decision. I know he was the best man for the job. Now that Hoffa is the president of Teamsters, I will support him to show solidarity. I hope that Hoffa lives up to his promises to get a good contract for UPS teamsters.

I don't mind that my picture was used in the *Teamster* magazine to spread the word to get out and vote. At every union meeting and stewards council meeting the message was sent — we don't care how you vote, just vote. That's something I really believe in. It's sad to think that Local 688 just paid lip service to this idea and actually singles members out and punishes them for their opinions.

This whole incident makes me wonder. Is this what Hoffa means by "unity"? And why is my local intimidated by TDU?

Why Do You Need TDU?

The members below speak about just some of the reasons that we need TDU in our union. If you read *Convoy Dispatch* you already know that TDU is the most reliable source of information for Teamsters.

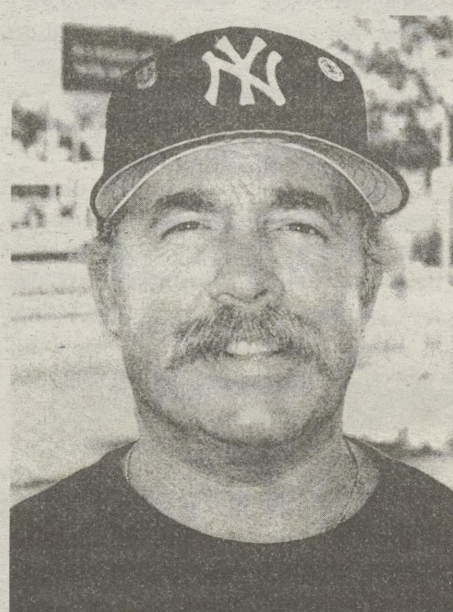
But there's another side to the equation. TDU needs you. Without the support of members like you, TDU won't be here to educate members about their rights, to get important information out when members need it, or to help members organize at work or in their local.

If you're not a member already, think about what a Teamsters Union without a reform movement would be like. Then fill out the coupon below and join today!

"Hoffa wants to get the government out of the Teamsters, but he refuses to root out corruption that hurts working Teamsters. Here in Las Vegas, his pals Billy Hogan and Dane Passo tried to push through a sweetheart deal that would have gutted wages and working conditions at the convention center.

"TDU helped us get the word out. Now we're part of TDU, and we're working to educate Las Vegas Teamsters about our rights.

Jany Treadwell
Local 631, convention industry
Las Vegas



Bruce Blake,
Local 848, Unified Western Grocers
Los Angeles

"Here in Southern California we've learned a lot by being part of TDU — by reading *Convoy Dispatch*, attending workshops at TDU Conventions, using TDU resource materials, and calling the TDU office with our questions.

"This has helped us to support other Teamsters organizing for better working conditions, fair contracts, and a say in their local union.

"We need to build TDU to reach more Teamsters. Every member deserves dignity at work and a voice in our union"

TDU Needs You!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

"Our union began to organize UPS Teamsters a year before our 1997 contract expiration. Members, including part-timers, got involved and were united on the issues.

"We're fully prepared to back our union in this contract campaign, but we also need to be prepared to educate each other and put pressure on our negotiating committee and the company if necessary.

"The best way we can do this is by building TDU. Through TDU we can get out contract information, and coordinate our efforts to get the contract we deserve."

Darrell Hall
Local 89, UPS
Louisville

